

# Morgan Klaus Scheuerman

PhD Student, Microsoft PhD Fellow  
Department of Information Science  
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## Research Interests

Social computing, algorithmic identity, technical infrastructures, marginalized communities, social impact of emerging technologies, feminist HCI, ethical design.

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## Education

2022 (EST)

### PhD

Information Science  
University of Colorado (CU Boulder)

### Master of Science

Human-Centered Computing  
University of Maryland, Baltimore County (UMBC)

2018

- Master's Thesis: *Exploring Technology Use for Identity Mediation by Individuals with Diverse Gender Identities*

Advisors: Stacy M Branham, Foad Hamidi

Committee: Amy Hurst, Casey Fiesler

- Independent Study: *Learning the Language: The Importance of Studying Written Directions in Designing Navigational Technologies for the Blind*

Advisor: Stacy Branham

### Bachelor of Arts

2016

Communication

Minor in Women, Gender, & Sexuality Studies Goucher College

- Intensive Course Abroad: Arts Administration in Amsterdam, Netherlands

### Associate of Arts

2011

Photography

Harford Community College

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## Professional Experience

### Industry Experience

AUG 2020 – PRESENT	<b>Google (Ethical AI)</b> Student Research Fellow
SUMMER 2020	<b>Google (Ethical AI)</b> Research Intern
SUMMER 2019	<b>Facebook (Community Integrity)</b> — Menlo Park, CA UX Research Intern
SUMMER 2018	<b>University of Maryland, Baltimore County (UMBC)</b> — Baltimore, MD (Student Life) User Experience Consultant Project: Relationship Violence and Prevention website redesign
2016 – 2018	<b>University of Maryland, Baltimore County (UMBC)</b> — Baltimore, MD (Office of Residential Life) Assistant Community Director (Graduate Assistant)
SUMMER 2017	<b>Northrop Grumman</b> — Fairfax, VA User Experience Intern
JAN – AUG 2016	<b>Mindgrub Technologies</b> — Baltimore, MD Digital Marketing Associate and Creative Copywriter

## Research Experience

2019 – PRESENT	<b>University of Colorado Boulder (CU Boulder)</b> GRA (Graduate Research Assistant) Grant: Humanizing Algorithms
2016 – 2017	<b>University of Maryland, Baltimore County (UMBC)</b> Research Assistant Project: Exploring Ultra-Mobile Navigation Aids for Blind People Research Team: Amy Hurst, Stacy Branham, Ali Abdolrahmani, William Easley

## Teaching Experience

2018—2019	<b>University of Colorado Boulder (CU Boulder)</b> Teaching Assistant Course: <i>INFO 1101: Computation in Society</i> Instructors: William Aspray, Roshanna Sylvester
JAN – MARCH 2016	<b>University of Maryland, Baltimore County (UMBC)</b> Volunteer Teaching Assistant Course: <i>Special Topics: 3D Printing and Entrepreneurship</i> Instructor: Erin Buehler

## Awards

OCT 2020	Best Paper Award. CSCW 2020 (Top 1%).
OCT 2020	Recognition for Contribution to Diversity and Inclusion. CSCW 2020.

AUG 2020	<b>Outstanding Research Award</b> Awarded by the CU Boulder Information Science Department for the 2019-2020 Academic Year
SEPT 2019	<b>Best Paper Award</b> CSCW 2019 (Top 1%)
FEB 2019	<b>Interdisciplinary Ethics Tech Competition</b> 1 <sup>st</sup> Place Winner (\$10,000 scholarship from the Daniels Fund Ethics Initiative) Hosted Colorado Law School and Silicon Flatirons
NOV 2018	<b>Recognition for Contribution to Diversity and Inclusion</b> CSCW 2018 (Top 5 of 61 Selected Diversity Papers)
APRIL 2018	<b>Best Paper Award</b> CHI 2018 (Top 1%)

## **Funding Awards**

JAN 2021	<b>2021 Microsoft Research PhD Fellowship</b> Awarded by Microsoft.
JAN 2021	<b>Google PhD Fellowship Finalist.</b>
OCT 2020	<b>Gerald C. Bean Scholarship</b> CMCI (College of Media, Communication and Information) at University of Colorado Boulder Amount: \$500
OCT 2020	<b>GPSG Travel Grant</b> Graduate and Professional Student Government (GPSG) at the University of Colorado Boulder Amount: \$100
SEPT 2018	<b>UGGS Travel Grant</b> United Government of Graduate Students (UGGS) at University of Colorado Boulder Amount: \$300
AUG 2019	<b>Identity Lab Research Grant</b> University of Colorado Boulder Amount: \$1000
NOV 2018 & AUG 2019	<b>CMCI Travel Grant</b> CMCI (College of Media, Communication and Information) at University of Colorado Boulder Amount: \$500
AUG 2018	<b>Information Science PhD Fellowship</b> University of Colorado Boulder Amount: \$1750
MARCH 2018	<b>Graduate Student Association Travel &amp; Presenter Grant</b> Graduate Student Association at University of Maryland, Baltimore County Amount: \$500

MARCH 2017	<b>Google Travel and Conference Grant</b> Google Amount: \$500 + conference registration
MARCH 2017	<b>Graduate Student Association Travel &amp; Presenter Grant</b> Graduate Student Association at University of Maryland, Baltimore County Amount: \$750
<b>Guest Lectures</b>	
OCT 2020	<b>How Computers See Gender.</b> Guest lecture for <i>CS 396/496: Human Centered Machine Learning</i> . Instructor: Stevie Chancellor. Northwestern University.
MARCH 2020	<b>Gender Discourse in Facial Analysis Technologies.</b> Guest lecture for <i>Crowd Sourced City: Social Media, Technology and Planning Processes</i> . Instructor: Catherine D'Ignazio. MIT.
FEB 2020	<b>How Computers See Gender.</b> Guest lecture for <i>Problems in Information Science: Digital Identity</i> . Instructor: Jed Brubaker. University of Colorado Boulder.
FEB 2020	<b>Safety on Social Media for Transgender Individuals.</b> Guest lecture for <i>Information Privacy, Surveillance and Exposure</i> . Instructors: Barb McQuade, Florian Schaub. University of Michigan.
OCT 2019	<b>Designing Surveys.</b> Guest lecture for <i>Understanding the World Through Data</i> . Instructor: Jed Brubaker. University of Colorado Boulder.

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## ***Publications***

### Refereed, Archival Publications

#### Journals

- [J3] **Morgan Klaus Scheuerman**, Kandrea Wade, Caitlin Lustig, Jed R. Brubaker. **How We've Taught Algorithms to See Identity: Constructing Race and Gender in Image Databases for Facial Analysis.** *Proc. ACM Hum.-Comput. Interact.* 4, CSCW1, Article 58 (May 2020), 35 pages.  
(Best Paper Award: Top 1%. Recognition for Contribution to Diversity and Inclusion.)
- [J2] **Morgan Klaus Scheuerman**, Jacob M. Paul, Jed R. Brubaker. **How Computers See Gender: An Evaluation of Gender Classification in Commercial Facial Analysis and Image Labeling Services.** *Proc. ACM Hum.-Comput. Interact.* 3, CSCW, Article 144 (November 2019), 33 pages.  
(Acceptance rate: 31%. Best Paper Award: Top 1%.)
- [J1] **Morgan Klaus Scheuerman**, Stacy M Branham, and Foad Hamidi. **Safe Spaces and Safe Places: Unpacking Technology-Mediated Experiences of Safety and Harm with Transgender People.** 2018. PACMHCI. Volume 2, CSCW Issue. *In Proceedings of the ACM on Human-Computer Interaction*, Vol. 2, CSCW, Article 155 (November 2018). ACM, New York, NY. 28 pages.  
(Acceptance rate: 25%. Recognition for Contribution to Diversity and Inclusion.)

#### Conference Proceedings

- [C2] Foad Hamidi, **Morgan Klaus Scheuerman**, Stacy M Branham.  
*In Proceedings of the 2018 CHI Conference on Human Factors in Computing Systems (CHI '17)*.  
**Gender Recognition or Gender Reductionism? The Social Implications of Automatic Gender Recognition System**. Montréal, Canada. April 21-26, 2018.  
 (Acceptance rate: 23%. **Best Paper Award: Top 1%**)
- [C1] Stacy M Branham, Ali Abdolrahmani, William Easley, **Morgan Klaus Scheuerman**, Erick Ronquillo, and Amy Hurst. **Is Someone There? Do they have a Gun?" How Visual Information about Others Can Improve Personal Safety Management for Blind Individuals**. *In Proceedings of the 19th International ACM SIGACCESS Conference on Computers and Accessibility (ASSETS '17)*. Baltimore, Maryland. October 30 – November 1, 2017.  
 (Acceptance rate: 26%.)

## Lightly Reviewed

### Posters

- [P1] **Morgan Klaus Scheuerman**, William Easley, Ali Abdolrahmani, Amy Hurst, Stacy M Branham.  
**Learning the Language: The Importance of Studying Written Directions in Designing Navigational Technologies for the Blind**. *ACM CHI Conference Extended Abstracts on Human Factors in Computing Systems (CHI EA '17)*. Denver, Colorado. May 6-11, 2017  
 (Acceptance rate: 38.7%.)

### Workshop Position Papers

- [WP6] Katy Weathington and **Morgan Klaus Scheuerman**.  
**Harm and Data Science: Framing Negative Human Outcomes as a Data Science Problem**. CSCW Workshop on *Interrogating Data Science*. October 2020.
- [WP5] Malinda Dietrich, Katy Weathington, **Morgan Klaus Scheuerman**.  
**Defining Data: Questions of "Numerical Facts."** CSCW Workshop on *Interrogating Data Science*. October 2020.
- [WP4] **Morgan Klaus Scheuerman**.  
**Contesting Efficacy: Tensions Between Risk and System Efficacy in Facial Analysis Software**. CSCW Workshop on *Contestability In Algorithmic Decision Making*. November 2019.
- [WP3] Anthony T. Pinter, **Morgan Klaus Scheuerman**, Jed R. Brubaker.  
**Designing and Carrying Out Conscientious Research With Marginalized Groups**. CSCW Workshop on *Social Technologies for Digital Wellbeing Among Marginalized Communities*. November 2019.
- [WP2] **Morgan Klaus Scheuerman** and Jed Brubaker.  
**Gender is not a Boolean: Towards Designing Algorithms to Understand Complex Human Identities**. CSCW Workshop on *The Changing Contours of "Participation" in Data-driven, Algorithmic Ecosystems: Challenges, Tactics, and an Agenda*. November 2018.
- [WP1] **Morgan Klaus Scheuerman**, Foad Hamidi, Stacy M Branham.  
**(Ab)user-Centered Design? Considering the Involvement of Abusers in the Design Process**. CHI Workshop on *Understanding "Bad Actors" Online*. April 2018.

## Encyclopedia Entries

**Morgan Klaus Scheuerman** and Jed Brubaker.

- [E1] **Gender is not a Boolean: Binary Representations of Gender in Computer Vision.** *The SAGE Encyclopedia of Trans Studies*. Forthcoming.

## Media Publications

**Can Gender Be Computed?**

- [M1] Foad Hamidi, **Morgan Klaus Scheuerman**, Stacy M Branham.  
*Scientific American via The Conversation US*. May 15, 2018.  
<https://www.scientificamerican.com/article/can-gender-be-computed/>

## Press Coverage

**FBI & Metro Police Trying to ID DC Rioters.**

- [P15] *Denver7 News*. January 7, 2021.  
<https://www.youtube.com/watch?v=M5sHesLBJmY>

**How Computers See Gender & Implications w/ Morgan Klaus Scheuerman.**

- [P14] *DataTalk Podcast*. October 6, 2020.  
<https://www.experian.com/blogs/news/datatalk/morgan-klaus-scheuerman/>

**Researchers discover evidence of gender bias in major computer vision APIs.**

- [P13] *Venture Beat*. August 6, 2020.  
<https://venturebeat.com/2020/08/06/researchers-discover-evidence-of-gender-bias-in-major-computer-vision-apis/>

**Have Classification Algorithms Gone Too Far? Exploring Gender in AI with Morgan Klaus Scheuerman.**

- [P13] *The Radical AI Podcast*. April 9, 2020.  
<https://podcasts.apple.com/us/podcast/have-classification-algorithms-gone-too-far-exploring/id1505229145?i=1000470988393>

**Colorado Edition: Algorithmic Identity.**

- [P12] *KUNC* radio show. February 12, 2020.  
<https://www.kunc.org/post/colorado-edition-algorithmic-identity>

**Facial Recognition Makes Changing Your Name Pointless.**

- [P11] *OneZero* article by Lux Alptraum. January 30, 2020.  
<https://www.cnn.com/2019/11/21/tech/ai-gender-recognition-problem/>

**AI software defines people as male or female. That's a problem.**

- [P10] *CNN* article by Rachel Metz. November 21, 2019.  
<https://www.cnn.com/2019/11/21/tech/ai-gender-recognition-problem/>

**Talk nerdy to me: Gender at a glance.**

- [P9] *Science Node* article by Laura Reed. November 8, 2019.  
<https://sciencenode.org/feature/Talk%20nerdy%2011-08-19.php>

**Facial recognition can't classify transgender or non-binary people, study finds.**

- [P8] *Mic* article by Vanessa Taylor. October 30, 2019.  
<https://www.mic.com/p/facial-recognition-misclassifies-transgender-non-binary-people-study-finds-19281490>

- [P7] **New Research Reveals Facial Recognition Software Misclassifies Transgender, Non-Binary People.**  
*Forbes* article by Jesse Damiani. October 29, 2019.  
<https://www.forbes.com/sites/jessedamiani/2019/10/29/new-research-reveals-facial-recognition-software-misclassifies-transgender-non-binary-people/>
- [P6] **CU Boulder research shows facial recognition failures beyond traditional gender norms.**  
*Daily Camera* article by Lucy Haggard. October 21, 2019.  
<https://www.dailycamera.com/2019/10/19/cu-boulder-research-shows-facial-recognition-failures-beyond-traditional-gender-norms/>
- [P5] **Facial recognition AI can't identify trans and non-binary people.**  
*Quartz* article by Amrita Khalid. October 16, 2019.  
<https://qz.com/1726806/facial-recognition-ai-from-amazon-microsoft-and-ibm-misidentifies-trans-and-non-binary-people/>
- [P4] **Facial recognition software has a gender problem.**  
*CU Boulder Today* article by Lisa Marshall. October 8, 2019.  
<https://www.colorado.edu/today/2019/10/08/facial-recognition-software-has-gender-problem>
- [P3] **Amazon's Facial Analysis Program Is Building A Dystopic Future For Trans And Nonbinary People**  
*Jezebel* article by Anna Merlan and Dhruv Mehrotra. June 27, 2019.  
<https://jezebel.com/amazons-facial-analysis-program-is-building-a-dystopic-1835075450>
- [P3] **AI researchers tell Amazon to stop selling 'flawed' facial recognition to the police**  
*The Verge* article by James Vincent. April 3, 2019.  
<https://www.theverge.com/2019/4/3/18291995/amazon-facial-recognition-technology-rekognition-police-ai-researchers-ban-flawed>
- [P2] **AI experts are calling on Amazon to stop selling facial recognition to law enforcement**  
*Quartz* article by Dave Gershgorin. April 3, 2019.  
<https://qz.com/1586544/ai-experts-want-amazon-to-stop-selling-facial-recognition-to-law-enforcement/>
- [P1] **7 problems with Trump's "American AI" Initiative**  
*Fast Company* article by Katharine Schwab. February 12, 2019.  
<https://www.fastcompany.com/90305421/7-problems-with-trumps-american-ai-initiative>

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## Talks

### Invited Talks and Panels

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| AUG 2020  | "How Computers See Gender." Invited Speaker. Stanford's HCI Speaker Series.  |
| DEC 2019  | Queer in AI. Invited Panelist. NeurIPS 2019. Vancouver, Canada.  |
| NOV 2019  | Diversity & Inclusion Panel. Invited Panelist. CSCW 2019. Austin, TX.  |
| JULY 2019 | "Gender Affirmation in Capital 'D' Design: Research Methods & Design Approaches for Trans & Non-Binary Inclusion." Invited Speaker. Pride@Research Lunch and Learn Series. Facebook, 2019. Menlo Park, CA. |
| JUNE 2019 | "Implications of Gendered Infrastructures in Computer Vision." Invited Speaker. Workshop on  |

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## *Community Organizing*

### **SPECIAL INTEREST GROUPS & PANELS**

MAY 2020

Michael A. DeVito, Ashley Marie Walker, Caitlin Lustig, Amy J. Ko, Katta Spiel, Alex A. Ahmed, Kimberley Allison, **Morgan Klaus Scheuerman**, Brianna Dym, Jed R. Brubaker, Ellen Simpson, Naveen Bagalkot, Noopur Raval, Michael Muller, Jennifer Rode, and Mary L. Gray.

**Queer in HCI: Supporting LGBTQIA+ Researchers and Research Across Domains.** Special Interest Group convened as part of the Annual ACM Conference on Human Factors in Computing Systems (CHI. Honolulu, Hawaii.

### **WORKSHOPS**

NOV 2018

CSCW 2018. Jersey City, New Jersey. Informal workshop on developing gender inclusive guidelines for conducting HCI and social computing research.

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## *Service*

### **Academic and Professional Service**

FEB 2020—MAY 2020

**Queer in AI at CHI 2020**

Volunteer Organizer & Travel Grant Issuer

FEB 2020

**Information Science Prospective Student Visit Weekend**

Lead Organizer

2019 – PRESENT

**SIGCHI Inclusion Team Leader for Gender Identity & Sexual Orientation**

2019 – PRESENT

**Information Science Graduate Student Association**

Vice President

2018-2019

**McNair Scholar Mentorship Program (CU Boulder)**

Graduate Mentor

Mentors one undergraduate student in the McNair Scholars Program (serving first generation college students) for the 2018-2019 academic year

JAN 2018 – MAY 2018

**University of Maryland, Baltimore County (UMBC)**

Organizing Committee for Department Fika (Coffee Hour)

Human-Centered Computing Department

FEB 2017

**Gadgets & Gears Day** — Maryland Science Center, Baltimore, MD

Exhibitor for UMBC's PAD (Prototyping and Design) Lab

OCT 2017

**ASSETS 2017** — Baltimore, MD

Student Volunteer & Halloween Committee (Special Events) Member ACM SIGACCESS



Conference on Computers and Accessibility

## Reviewing

(\* indicates *Special Recognitions for Outstanding Reviews*)

2021	CSCW, CHI, FAccT
2020	CSCW*, CHI*
2019	CHI, alt.chi, CHI LBW, DIS, CSCW*
2017	CHI

## Affiliations

2017 - PRESENT	ACM Student Membership SIGCHI Student Membership
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